

Crash BASIC Countermeasures

A1 – Preventing Crashes

This countermeasure is designed to assist the motor carrier in reducing vehicle crash rates by establishing a company standard for safe driving.

A preventable crash may be reviewed according to the following measure: If a driver who exercises normal judgment and foresight could have foreseen the possibility of the accident that in fact occurred and could have avoided it by taking steps within his/her control that would not have risked causing another kind of mishap, the accident was preventable.

NOTE: The above measure for reviewing crashes for preventability is focused on the actions of the driver. It is a commonly used measure in evaluating driver performance and is intended as a useful guide in reviewing driver behavior(s) in the context of a crash. This driver performance measure is not intended to be encompass all parameters used in evaluating whether a crash is preventable as to a motor carrier and/or a driver as defined by the Federal Motor Carrier Safety Regulations as follows: Preventable crash on the part of a motor carrier means a crash (1) that involved a commercial motor vehicle, and (2) that could have been averted but for an act, or failure to act, by the motor carrier, or the driver.



Safety Management Process

Policies and Procedures	Roles and Responsibilities	Qualification and Hiring
<ul style="list-style-type: none"> Establish a policy of safe driving standards for drivers. Develop a program for investigating and evaluating crashes. Develop a set of criteria for evaluating individual drivers. 	<ul style="list-style-type: none"> Identify, clearly define, and document who investigates and evaluates crashes. Identify, clearly define, and document roles and responsibilities of drivers related to the carrier’s safe driving policy. Identify, clearly define, and document roles and responsibilities of a crash review committee. 	<ul style="list-style-type: none"> Consider enhancing the recruitment process to identify and attract qualified applicants by using outside sources: websites, insurance companies, industry groups, consultants, etc.
Training and Communication	Monitoring and Tracking	Meaningful Action
<ul style="list-style-type: none"> Communicate expectations for adhering to safe driving standards, regulations, and company policies. Ensure that all drivers are instructed about company’s program for investigating and evaluating crashes. Ensure that all drivers are instructed regarding criteria for evaluating safety performance. 	<ul style="list-style-type: none"> Monitor, track, and evaluate safety performance of individual drivers and their vehicles. Monitor, track, and evaluate the effectiveness of company policies, safe driving standards, and investigation and evaluation of crashes. 	<ul style="list-style-type: none"> Consider utilizing incentives and/or recognition programs in order to reward and encourage safe driving behavior – for example, including bonuses, gift certificates, and/or verbal recognition for clean inspections, no crashes, and/or fuel efficiency. When drivers are not disqualified or unqualified per FMCSRs, consider enforcing a progressive disciplinary policy comprising warning letters, suspensions, and fines, and ultimately leading to termination, focused on taking corrective action to ensure that drivers comply with regulations and company policies.

Crash BASIC Countermeasures

A2 – Ensuring Drivers are Qualified

This countermeasure is designed to assist in improving motor carrier safety by recruiting qualified drivers and monitoring and tracking the performance and qualifications of existing drivers. For additional information, see the Driver Fitness BASIC Safety Management Cycle.

The great majority of preventable crashes can be shown to be directly related to the performance of the driver. It is extremely productive for any carrier safety program to have careful new-driver selection criteria and adequate monitoring and tracking procedures for existing drivers.



Safety Management Process

Policies and Procedures	Roles and Responsibilities	Qualification and Hiring
<ul style="list-style-type: none"> Establish a formal procedure for interviewing, testing, and screening applicants. Develop a set of standards of skills and knowledge to be met by successful applicants. Develop a program to periodically review qualifications, records, and health of current drivers. Develop a written company policy incorporating all rules regarding controlled substances and alcohol abuse, testing, and records retention for all employees, according to regulations. 	<ul style="list-style-type: none"> Identify, clearly define, and document roles and responsibilities of prospective and current drivers. 	<ul style="list-style-type: none"> Review Moving Violation Records (MVRs) for all prospective drivers as part of hiring process. Check with previous employer(s) regarding the safety performance, employment history, and references of prospective drivers. Consider enhancing the recruitment process to identify and attract qualified applicants by using outside sources: websites, insurance companies, industry groups, consultants, etc.
Training and Communication	Monitoring and Tracking	Meaningful Action
<ul style="list-style-type: none"> Communicate to prospective drivers the standards of skills and knowledge that need to be met. Ensure that all drivers receive appropriate training as required by regulations and company policies. 	<ul style="list-style-type: none"> Monitor, track, and evaluate records, health, and potential controlled substance and alcohol abuse for all drivers. 	<ul style="list-style-type: none"> Notify and remove drivers as soon as the company is aware that responsibilities/qualifications are not being met per FMCSRs. When drivers are not disqualified or unqualified per FMCSRs, consider enforcing a progressive disciplinary policy comprising warning letters, suspensions, and fines, and ultimately leading to termination, focused on taking corrective action to ensure that drivers comply with regulations and company policies.

REFERENCES: FMCSR Part 391 – Qualifications of drivers and longer combination vehicle (LCV) driver instructors;
 FMCSR Part 380 – Entry-level driver training requirement – compliance date for training requirements for entry-level drivers;

Crash BASIC Countermeasures

A3 – Recognizing Safe Driving

This countermeasure is designed to assist the motor carrier in encouraging safe driving and to improve driver awareness of safety.

Safe driving recognition or incentive programs should be an integral part of a formal motor carrier safety program. Such programs identify superior driving performance and set forth the selected drivers as examples to be emulated by the rest of the carrier fleet. Such programs can be generated internally within the company or through participation in national safe driver award programs conducted by trade and industry associations.



Safety Management Process

Policies and Procedures	Roles and Responsibilities	Qualification and Hiring
<ul style="list-style-type: none"> Develop a safe driver recognition and incentive program. Establish procedures for evaluating and monitoring the safety performance of drivers. 	<ul style="list-style-type: none"> Identify, clearly define, and document the role of senior manager(s) for implementing a safe driver recognition and incentive program. 	<ul style="list-style-type: none"> Consider enhancing the recruitment process to identify and attract qualified applicants by using outside sources: websites, insurance companies, industry groups, consultants, etc. Query applicants, check with previous employer(s), and obtain necessary documents regarding driving violations, Commercial Driver's License (CDL), operational qualifications, and training, as well as related background, medical conditions, and driver behavior.
Training and Communication	Monitoring and Tracking	Meaningful Action
<ul style="list-style-type: none"> Implement training that encourages safe driving performance, heightens driver safety awareness, and fosters driver professionalism. 	<ul style="list-style-type: none"> Implement an effective process for monitoring driver performance and skills. Regularly review carrier safety performance and the effectiveness of the carrier safety program. 	<ul style="list-style-type: none"> Consider utilizing incentives and/or recognition programs in order to reward and encourage safe driving behavior – for example, including bonuses, gift certificates, and/or verbal recognition for clean inspections, no crashes, and/or fuel efficiency.

Crash BASIC Countermeasures

A4 – Preventing Driver Safety Infractions

This countermeasure is designed to assist the motor carrier in improving carrier safety performance by providing remedial training or terminating unqualified drivers. For additional information, see the Unsafe Driving BASIC Safety Management Cycle.

Driving is a profession requiring skill, knowledge, physical and mental health, and character integrity. The FMCSRs require drivers be fully qualified and prohibit motor carriers from using unqualified or disqualified drivers. Drivers who are not qualified must be brought up to the necessary level of competence and compliance.



Safety Management Process

Policies and Procedures	Roles and Responsibilities	Qualification and Hiring
<ul style="list-style-type: none"> Develop a program for remedial training and formal review of drivers for evaluating driver competency and regulatory compliance. Develop a written, progressive disciplinary policy comprising warning letters, suspensions, and fines, and ultimately leading to termination, focused on taking corrective action to ensure that drivers comply with regulations and company policies when drivers are not disqualified or unqualified per FMCSRs. 	<ul style="list-style-type: none"> Identify, clearly define, and document the role of company management in offering and implementing remedial training programs. 	<ul style="list-style-type: none"> Ensure that drivers meet FMCSR qualification requirements. Consider enhancing the recruitment process to identify and attract applicants who qualify under the FMCSRs by using outside sources: websites, insurance companies, industry groups, consultants, etc.
Training and Communication	Monitoring and Tracking	Meaningful Action
<ul style="list-style-type: none"> Provide remedial training programs. Communicate expectations to drivers/staff for adhering to company policies on remedial training and progressive disciplinary action and terminations. 	<ul style="list-style-type: none"> Monitor, track, and evaluate drivers involved in remedial training. Ensure that all training needs and training received are documented and monitored. 	<ul style="list-style-type: none"> When drivers are not disqualified or unqualified per FMCSRs, consider enforcing a progressive disciplinary policy comprising warning letters, suspensions, and fines, and ultimately leading to termination, focused on taking corrective action to ensure that drivers comply with regulations and company policies

REFERENCES: FMCSR Part 383 – If driver requires CDL;
Part 391 – Qualifications of drivers and longer combination vehicle (LCV) driver instructors;

Crash BASIC Countermeasures

A5 – Preventing Crashes Involving Controlled Substance and/or Alcohol Use

This countermeasure is designed to assist in the prevention of crashes caused by drivers under the influence. For additional information, see the Controlled Substances and Alcohol BASIC Safety Management Cycle.

It has been well documented that drivers under the influence of alcohol or controlled substances have been involved in about one-half of all fatal traffic crashes, although not necessarily all commercial-motor-vehicle-related crashes.

Alcohol and/or controlled substance abuse by drivers cannot be tolerated. Company management must be acutely aware of the seriousness of this problem and establish procedures to effectively control it within their organizations.



Safety Management Process

Policies and Procedures	Roles and Responsibilities	Qualification and Hiring
<ul style="list-style-type: none"> Develop a written company policy incorporating all rules regarding controlled substances and alcohol abuse, testing, and records retention for all employees, according to regulations. (Part 382.601(b)) Establish a set of procedures that will be followed when dealing with alcohol and drug use and drivers who test positive. (Part 382.601) 	<ul style="list-style-type: none"> Identify, clearly define, and document roles and responsibilities of immediate supervisors in identifying personnel under the influence and articulating observations of driver physical, behavioral, speech, and performance indicators of probable alcohol misuse and use of controlled substances. (Part 382.107 – Definitions, and Part 40) Ensure all persons designated to supervise drivers to receive reasonable suspicion training (Part 382.603) 	<ul style="list-style-type: none"> Query applicants and conduct required checks with previous employer(s) for evidence of alcohol or substance use/abuse. (Parts 391.23(d), 391.23(e), 40.25(i), 40.25(j), 382.301, 391.53) Review Moving Violation Records (MVRs) and references of prospective drivers thoroughly as part of the hiring process.

Training and Communication	Monitoring and Tracking	Meaningful Action
<ul style="list-style-type: none"> Consider providing new-hire and refresher training and communicate changes to all drivers, dispatchers, and managers, according to controlled substances and alcohol regulations and company policies and procedures. (Part 382.603 – Supervisor training requirement) Remind drivers about the ways alcohol and substance abuse adversely affect driving performance. Develop a program to provide assistance to drivers for alcohol and/or controlled substances use as defined by the policies and procedures. Ensure Substance Abuse Professional(s) (SAP) and drivers understand the return-to-duty process. 	<ul style="list-style-type: none"> Ensure supervisors monitor all drivers for changes in physical, behavioral, speech, and performance indicators of probable alcohol misuse and use of controlled substances (Part 382.603). Implement an effective process for monitoring and tracking removal from and return to duty of staff, according to controlled substances and alcohol regulations and company policies and procedures. (Part 382.605 – Return to duty) Provide adequate oversight of all personnel hiring and training processes to ensure adherence with regulations and company policies and procedures. 	<ul style="list-style-type: none"> When drivers are not disqualified or unqualified per FMCSRs, consider enforcing a progressive disciplinary policy comprising warning letters, suspensions, and fines, and ultimately leading to termination, focused on taking corrective action to ensure that drivers comply with regulations and company policies.

Driver Safety Improvement Practices

- Find out if prescriptions or over-the-counter medications may adversely affect safe driving. (Part 382.213, 392.4)

REFERENCES: FMCSR Part 382 & Part 40;
 Part 382.601 – Requirement for carrier to promulgate a policy;
 Part 383.51 – Disqualification of drivers;
 Part 383.53 – Driver disqualifications and penalties;
 Part 392.4 – Drugs and other substances; Part 392.5 – Alcohol prohibition;

Crash BASIC Countermeasures

A6 – Ensuring Drivers Are Not Ill or Fatigued

This countermeasure is designed to assist the motor carrier in preventing crashes caused by ill or fatigued drivers by complying with FMCSRs regarding physical qualifications and Hours-of-Service (HOS) and through the use of common sense. For additional information, see Fatigued Driving and Driver Fitness BASIC Safety Management Cycles.

It is widely understood how ill or fatigued drivers can be a hazard to themselves and to others on the road. Nonetheless, drivers sometime push their bodies beyond reasonable limits and become hazardous on the roadway. The FMCSRs have been established to require when and when not to operate a commercial motor vehicle by clearly stating and defining Hours of Service requirements.



Safety Management Process

Policies and Procedures	Roles and Responsibilities	Qualification and Hiring
<ul style="list-style-type: none"> Develop a policy that ensures compliance with maximum on-duty and driving times under the regulations or more restrictive company requirements. (Part 392.3, 395) Establish a procedure for checking driver logs with odometer readings, fuel receipts, weight-scale tickets, and supporting documents to ensure that Records of Duty Status (RODS) are accurate. 	<ul style="list-style-type: none"> Identify, clearly define, and document roles and responsibilities of drivers as they pertain to HOS policies and procedures and in compliance with Part 392 and 395 regulations. Identify, clearly define, and document roles and responsibilities of manager(s) for implementing regulations related to Part 392 and 395 and monitoring compliance with these requirements. 	<ul style="list-style-type: none"> Consider checking with previous employer(s) for HOS violations. Review Moving Violation Records (MVRs) for all prospective drivers as part of the hiring process.

Training and Communication	Monitoring and Tracking	Meaningful Action
<ul style="list-style-type: none"> Ensure that drivers, supervisors, and dispatchers are fully aware of all FMCSRs related to physical qualification, medical examinations, and HOS. Communicate clearly the maximum on-duty and driving times to all drivers. (Part 392.4(b)) Clearly communicate and explain the consequences of HOS violations to all drivers. (Part 380.500 – Entry-level driver training required) 	<ul style="list-style-type: none"> Monitor and track driver logs with odometer readings, fuel receipts, weight-scale tickets, and appropriate supporting documents to ensure that RODS is accurate. Review all RODS for HOS violations and falsification. Consider implementing the use of on-board electronic recorders. Monitor and track drivers’ fitness for duty. 	<ul style="list-style-type: none"> Consider utilizing incentives and/or reward/recognition programs to reward compliance with HOS regulations. When drivers are not disqualified or unqualified per FMCSRs, consider enforcing a progressive disciplinary policy comprising warning letters, suspensions, and fines, and ultimately leading to termination, focused on taking corrective action to ensure that drivers comply with regulations and company policies.

Driver Safety Improvement Practices

- When possible, schedule your trips so that you drive when you are normally awake and you sleep during normal sleep times.
- Ensure that over-the-counter and prescription medications are not prohibited (Part 382 and 391)

REFERENCES: FMCSR Part 380; 380.500 – Entry-level driver training required; Part 391 Subpart E – Physical qualifications and examinations; Part 391.1 – Scope of the rules in this part; additional qualifications; duties of carrier-drivers; Part 392.3 – Ill or fatigued operator; Part 392.4 – Drugs and other substances; Part 392.5 – Alcohol prohibition; Part 395 – Hours of service of drivers;

Crash BASIC Countermeasures

A7 – Establishing a Carrier Safety Management Program

This countermeasure is designed to assist the motor carrier in improving safe driving performance with an effective carrier safety management program.

Safe driving performance is dependent on management commitment to the implementation of a formal carrier safety management program. An effective program will interact with most aspects of carrier operations and challenge the skills and knowledge of its supervisors and drivers.



Safety Management Process

Policies and Procedures	Roles and Responsibilities	Qualification and Hiring
<ul style="list-style-type: none"> Develop a formal carrier safety management program related to establishing carrier policies, setting recruiting and hiring standards, providing training to drivers, monitoring and tracking the safety of drivers, and implementing a reward/recognition program. Establish a procedure and process for investigating and reviewing crashes. 	<ul style="list-style-type: none"> Identify, clearly define, and document roles and responsibilities of a safety director for implementing safety management programs and for monitoring compliance with company policies and regulations. 	<ul style="list-style-type: none"> Check with previous employer(s) regarding drivers' safety performance. Consider enhancing the recruitment process to identify and attract applicants who qualify under the FMCSRs by using outside sources: websites, insurance companies, industry groups, consultants, etc.
Training and Communication	Monitoring and Tracking	Meaningful Action
<ul style="list-style-type: none"> Provide refresher training to enhance driver skills and knowledge. Communicate expectations and goals for adhering to safe driving policies to all staff. 	<ul style="list-style-type: none"> Monitor and track driver qualifications and safety infractions. Monitor vehicle maintenance and equipment safety. Periodically review and evaluate the carrier safety management program for effectiveness and efficiency. 	<ul style="list-style-type: none"> Consider utilizing incentives and/or recognition programs in order to reward and encourage safe driving behavior – for example, including bonuses, gift certificates, and/or verbal recognition for clean inspections, no crashes, and/or fuel efficiency. When drivers are not disqualified or unqualified per FMCSRs, consider enforcing a progressive disciplinary policy comprising warning letters, suspensions, and fines, and ultimately leading to termination, focused on taking corrective action to ensure that drivers comply with regulations and company policies.

REFERENCES: FMCSR Part 380.500 – Entry-level driver training required;
 Part 385.5 – Safety fitness standard;
 Part 390.3(e) – Knowledge of and compliance with the regulations;

Crash BASIC Countermeasures

A8 – Developing and Communicating Company Driver Manuals and Driver Training Aids

This countermeasure is designed to assist the motor carrier in improving safety through enhancing communication with drivers by using driver manuals and driver training aids. For additional information, see the Training and Communication Safety Management Process for all BASICS.

The company driver manual is a key communication link between the company and its drivers. It establishes the policies and procedures for how the carrier and the drivers will behave on a given issue. The manual is an indispensable training tool for new drivers and an important reference guide for existing drivers. The manual should be progressively developed and continually updated. In addition, it is important to determine what mix of audiovisual aids, posters, manuals, pamphlets, and other literature is most effective in improving and supporting the company’s training program. Truck-driving schools are good sources for providing driver training opportunities. Seek advice from trade and industry associations.



Safety Management Process

Policies and Procedures	Roles and Responsibilities	Qualification and Hiring
<ul style="list-style-type: none"> Develop a company driver manual describing the carrier safety program and setting forth the carrier’s standards for safe driving. Establish a company procedure for reviewing and evaluating crashes. Establish a progressive disciplinary policy for drivers who violate the safety program or safe driving policy. Develop a company safety training program. 	<ul style="list-style-type: none"> Identify, clearly define, and document roles and responsibilities of senior manager(s) for continually reviewing and updating the company’s driver manual and training aids. 	<ul style="list-style-type: none"> Ensure that prospective managers have experience in reviewing and evaluating the company’s driver manual and training aids. Enhance the recruitment process to identify and attract qualified safety managers/directors by using outside sources: websites, insurance companies, industry groups, consultants, etc.
Training and Communication	Monitoring and Tracking	Meaningful Action
<ul style="list-style-type: none"> Ensure that all drivers receive carrier safety and safe driving training, as required by regulations and company policies. Utilize audiovisual aids in all training (driver training aid resources: national and state truck and bus associations, safety organizations, insurance companies, consultants). Provide retraining as changes in regulations and license requirements occur. 	<ul style="list-style-type: none"> Monitor, track, and evaluate driver training aids from various trade and industry associations to improve the company’s training program. Continuously evaluate and update the company’s driver manual. 	<ul style="list-style-type: none"> Consider rewarding managers and safety directors for having a low percentage of runs without unsafe driving violations. Consider disciplining managers for knowingly and willfully allowing violations of regulations and company policies.

Crash BASIC Countermeasures

A9 – Planning Schedules, Loads, and Routes

This countermeasure is designed to assist the motor carrier in maximizing safe driving efficiency through improving transportation logistics planning at the dispatching level. For additional information, see the Fatigue BASIC Safety Management Cycle.

Assisting the driver with pre-trip planning avoids overburdening the driver with unusual driving conditions caused by tight schedules, weather, unusual cargo, and unfamiliar or hazardous routes.



Safety Management Process

Policies and Procedures	Roles and Responsibilities	Qualification and Hiring
<ul style="list-style-type: none"> Develop a policy requiring drivers to maintain Record of Duty Status (RODS) and enforce Hours-of-Service (HOS) regulations. Establish procedures that outline how to schedule efficiently, load cargo properly, and plan routes to avoid high-hazard locations. 	<ul style="list-style-type: none"> Identify, clearly define, and document roles and responsibilities of drivers and dispatchers as they pertain to RODS, HOS, cargo loading, and route planning. Identify, clearly define, and document roles and responsibilities of managers for forecasting available driver hours and discouraging overloading. 	<ul style="list-style-type: none"> Consider enhancing the recruitment process to identify and attract applicants who qualify under the FMCSRs by using outside sources: websites, insurance companies, industry groups, consultants, etc. Check with previous employer(s) regarding HOS and loading and cargo violations.
Training and Communication	Monitoring and Tracking	Meaningful Action
<ul style="list-style-type: none"> Ensure that all staff involved in HOS process (e.g., drivers and dispatchers) receives training, as required by regulations and/or company policies. Ensure that dispatchers minimize excessive on-duty schedules for drivers and make allowances for adverse weather conditions. Train drivers on how to load and secure cargo properly and how to deal with sealed cargo. 	<ul style="list-style-type: none"> Implement an effective process of monitoring, tracking, and evaluating available driver hours, loading and securing cargo, and route planning. Review all RODS for HOS violations and falsification. Periodically monitor, track, and evaluate cargo-loading and securement methods, procedures, equipment, and devices, and evaluate opportunities for new methods. 	<ul style="list-style-type: none"> When drivers are not disqualified or unqualified per FMCSRs, consider enforcing a progressive disciplinary policy comprising warning letters, suspensions, and fines, and ultimately leading to termination, focused on taking corrective action to ensure that drivers comply with regulations and company policies.

REFERENCES: FMCSR Part 392.14 – Reducing speed under hazardous conditions;
 Part 392.6 – Schedules to conform with speed limits;
 Part 395 – Hours of service of drivers